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7 August 1953

MEMORANDUM FOR: Colonel White

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1. Personnel Office report on the "██████████" Project is attached.

2. The report indicates that:

a. To date a total of 42 persons have been designated to serve as college consultants.

b. Personnel Procurement is working on the assumption that during the current Fiscal Year they should continue to sign up consultants to procure not over 75 by 30 June 1954. Their plans call for a continuation of such procurement efforts so that during the 1955 Fiscal Year as many as a hundred college consultants might be under contract.

c. The results have been very meager up to now. Twenty-five candidates have been referred by the 18 consultants who are in "functioning" status. Significantly, 19 have been rejected as not meeting JOT requirements. Chief, PPD, says the consultants need to have experience in "considerable trial and error" before they'll get "on target," and that "we feel that we are working toward this goal with reasonable success."

3. I believe that the very limited accomplishments of the college consultants points to the need for further study. For example, what was wrong with the 19 people rejected? This question is pertinent in view of the fact that 18 of these consultants have participated in headquarter's indoctrination of one week's duration, at \$50 per day. In that length of time they should have acquired some fairly precise ideas about the kind of JOT people we want--unless the indoctrination was inadequate. I do not feel competent to discuss that part of the JOT program which is intended to introduce general intelligence officer candidates into CIA. However, I do feel somewhat acquainted with the problems

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surrounding the recruitment of junior management trainees. As you perhaps recall, 25 JOT slots are reserved for college graduates whose field of study has been principally in public or business administration. These people, once entered on duty, are supposed to go through formal training courses offered by the Office of Training, and then made available for rotation to administrative offices throughout the Agency. Picking high caliber people whose college training has been in such fields as personnel administration, budgetary and fiscal work, organization and methods analysis should not be too difficult a task. Yet [REDACTED], who heads the JOT program, tells me that only 2 candidates have participated in the administrative phase of the JOT program. Practically every government agency in Washington has given special priority to the recruitment of so-called junior management trainees of this kind. Our record is very poor by comparison, and particularly so, in view of the machinery we've set up.

4. I believe that an informal discussion of this problem with both George Meloon and Matt Baird might stimulate interest on their part to see that we get a better return for the money spent on this project.



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